



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
COMPARATIVE INDUSTRIAL RELATIONS

CODE: HHRM421

SESSIONAL EXAMINATIONS

OCTOBER 2023

DURATION: 3 HOURS

EXAMINER: MR D. CHIBHOYI

INSTRUCTIONS & INFORMATION

- 1. This paper contains 2 sections with 6 Questions.*
 - 2. Section A is compulsory.*
 - 3. Answer ANY **three** other questions from section B.*
 - 4. Total marks 100.*
 - 5. You are reminded of the need for good English and clear presentation in your answers.*
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SECTION A

1. Evaluate the applicability of the “Systems Model” of industrial relations as propounded by John Dunlop (1958), in the Japanese context. **(25 marks)**

SECTION B

2. Assess the applicability of any **four** approaches to negotiation in a Chinese context. **(25 marks)**
3. Examine any **three** differences and **two** similarities between the United Kingdom and Zimbabwe Export Processing Zones’ industrial relations. **(25 marks)**
4. Using practical examples, compare and contrast the adequacy of the United Kingdom and South Africa’s labour legislation in promoting social justice. **(25 marks)**
5. Discuss any 3 similarities and differences between trade unionism in Zimbabwe and the United Kingdom. **(25 marks)**
6. Evaluate the applicability of the ‘Parity of participation principle’ in a Zimbabwean context. **(25 marks)**

END OF EXAMINATION